



Loyola Law School
919 Albany Street
Los Angeles, CA 90015

Friday, February 8, 2008

The State Bar of California Labor and Employment Law Section Presents
ELIMINATING BARRIERS FOR LAWYERS WITH DISABILITIES

3 Hours MCLE General Credit (Including Elimination of Bias in the Legal Profession)

The State Bar of California and the Labor and Employment Law Section are approved State Bar of California MCLE Providers.

HEAR LEADING PRACTITIONERS discuss the ways in which legal workplaces may become more accessible to individuals with disabilities. Lawyers who have mental and physical disabilities face a daunting challenge in the legal marketplace. While such attorneys are legally entitled to make requests for reasonable accommodation, many fear to do so for fear of being stigmatized, ostracized or even terminated. Attorneys who have “obvious” disabilities fear that they will be passed over despite strong qualifications in favor of less credentialed competitors who do not suffer from recognizable disabilities.

This seminar brings together a wide variety of perspectives to discuss ways in which practitioners may remove or eliminate barriers to legal employment opportunities for attorneys with disabilities. You will hear from seasoned attorneys who specialize in representing both management and employees. You will also hear from the Director of Litigation from the Disability Rights Legal Center about solutions to the issues faced on a daily basis by attorneys with disabilities.

The seminar will provide an overview of California law on the subject of reasonable accommodations, with particular emphasis on the duty to enter into a good faith, interactive process. The seminar will identify common disabilities and practical ways to accommodate individuals with those disabilities. It will also identify steps that legal employers should take to be inclusive of individuals suffering from disabilities from the recruitment process through the partnership consideration process.

This seminar will also provide hard-to-get credits for elimination of bias.



'Eliminating Barriers for Lawyers'

WILMER J. HARRIS

Mr. Harris graduated from Stanford University in 1986 with an A.B. degree in Economics, with Distinction, and Honors in Humanities. Mr. Harris was elected to membership in Phi Beta Kappa in 1985. Mr. Harris graduated from UCLA School of Law in 1990, earning Order of the Coif honors and American Jurisprudence Awards in Evidence, Moot Court and Remedies. Mr. Harris worked as Law Clerk to the Honorable David W. Williams for one year after his law school graduation. He entered private practice thereafter, practicing business litigation for two years with the law firms Kaye, Scholer, Fierman, Hays & Handler and Blanc, Williams, Johnston & Kronstadt.

In January 1994, Mr. Harris joined the Law Offices of Johnnie L. Cochran, Jr. His practice area changed dramatically as he began representing clients in civil rights cases. In August 1995, Mr. Harris joined the firm (named Schonbrun De Simone Seplow Harris & Hoffman in 1999) where he concentrates primarily on the representation of employees in disputes with employers. In November 1999, Mr. Harris opened the Pasadena office of the firm where he remains the resident partner. Mr. Harris speaks regularly on employment law issues for the State Bar of California and the Los Angeles County Bar Association. In July 2004, Mr. Harris won a \$1.6 million judgment in a race discrimination and retaliation action. In August 2006, Mr. Harris received a \$1.1 million jury verdict in a disability discrimination/failure to accommodate case.

Mr. Harris has been selected as a "Southern California Super Lawyer" by Los Angeles Magazine. Mr. Harris serves on the State Bar of California Labor & Employment Section Executive Committee and the Board of Directors of the California Employment Lawyers Association.

JUDGE FREDERICK P. HORN

Judge Horn has been a judge of the Orange County Superior Court since 1993 and was a judge of the Orange County Municipal Court, Harbor Judicial District, from 1991 to 1993. From 2002 to 2006, he served as presiding judge of the Orange County Superior Court. Judge Horn is currently the Supervising Judge of the Orange County Superior Court Civil Panel. He received his law degree from the University of West Los Angeles in 1974, where he wrote for and served as staff on the Law Review. Judge Horn was the chair of the Trial Court Presiding Judges Advisory Committee of the California Judicial Council from 2002 to 2006. He is also a member of the faculty of the Judicial College and the New Judge Orientation Program, and is a member of the Advisory Committee for the Continuing Judicial Studies Program. He was named Jurist of the Year by the California Judicial Council for 2004-2005. Judge Horn was recently elected to the position of Chairperson of the Commission on Judicial Performance. He has been active in judicial and court education programs related to the Americans with Disabilities Act and has served as chair of the California's Judicial Council's Access and Fairness Advisory Committee.

Online Registration is now available

ers with Disabilities' Speakers

TIFFANY A. GREEN

Tiffany Green is a Litigation Attorney with the Civil Rights Litigation Project of the Disability Rights Legal Center. Ms. Green's practice focuses on high-impact cases affecting the rights of people with disabilities, including cases involving effective communication, physical access and accommodations, and the rights of people with disabilities in detention facilities. Ms. Green is a 2005 graduate of University of California, Los Angeles. Ms. Green double majored in English and Education Studies at Gallaudet University, Washington D.C. Ms. Green is admitted to practice in the state of California and in the United States District Court, Central District of California

TONY R. SKOGEN

Tony Skogen is the Managing Shareholder in the Los Angeles office of Littler Mendelson, P.C. Mr. Skogen has extensive experience in all phases of litigation before state and federal courts and administrative agencies such as the DFEH, EEOC, Labor Commissioner, OSHA, NLRB, CPUC, and the FCC. He has handled all aspects of labor and employment law and employee benefits litigation and counseled companies on subjects such as wage and hour discrimination, and wrongful termination of employment and workplace investigations. His experience with traditional labor matters includes collective bargaining, unfair labor practices, union avoidance, other matters before the NLRB, and more than 100 labor arbitrations to decision. He has both jury trial experience and class action trial experience. An area of special emphasis has been wage and hour matters. His clients include a wide range of industries.

Mr. Skogen has more than 30 years of experience as a management-side labor and employment lawyer. While most of his experience has been in private practice, Mr. Skogen was also in-house at Pacific Bell, where he was head of their Employment Group, handling or supervising all labor and employment law matters for Southern California.

SHAWNA L. PARKS

Shawna Parks is Director of the Civil Rights Litigation Project at the Disability Rights Legal Center. Ms. Parks has worked extensively on high-impact cases affecting the rights of people with disabilities. These include cases regarding the rights of children with disabilities in the foster care and juvenile justice systems, the rights of people with disabilities in the criminal justice system, as well as a wide variety of cases addressing physical and communication access at private and public entities. Ms. Parks is a 1999 graduate of Boalt Hall School of Law at U.C. Berkeley where she was a Notes & Comments Editor of the California Law Review and a member of the Task Force on Public Interest Law. Upon graduation from law school, Ms. Parks was a Fulbright Fellow in Budapest, Hungary, where she focused on the implementation of Hungary's disability rights legislation. Prior to joining DRLC Ms. Parks was an Equal Justice Works / Cotchett-Furth Fellow and Staff Attorney at Disability Rights Advocates in Oakland, California, and an associate at the civil rights law firm of Schonbrun DeSimone Seplow Harris & Hoffman, where she focused on cases addressing race and gender discrimination.

3.0 Hours MCLE Credit

The State Bar of California Labor and Employment Law Section Presents: Eliminating Barriers for Lawyers with Disabilities

Friday, February 8, 2008
1 pm to 4 pm

Loyola Law School
919 Albany Street
Los Angeles, CA 90015

Note: One registrant per form. Photocopies may be used.

Bar Number: _____

Name: _____

Firm: _____

Address: _____

City, State, Zip: _____

Phone: _____ Fax: _____

E-mail Address*: _____

*Required for e-mail confirmation

REGISTRATION FEES (must be received by February 1, 2008)

Please check the appropriate box below:

- ☐ \$35 Students
- ☐ \$65 Member of the State Bar Labor and Employment Law Section
- ☐ \$95 All Others (Includes 2008 Membership in the State Bar Labor and Employment Law Section)

Amount Enclosed/To Be Charged:\$ _____

CREDIT CARD INFORMATION

I authorize the State Bar of California to charge my program registration to my Visa/Mastercard account.
No other credit card will be accepted.

Account Number: _____ Exp. Date: _____

(Visa/Mastercard Only)

Cardholder's Name: _____

Cardholder's Signature: _____

REGISTRATION INFORMATION DEADLINE

In order to pre-register, your form and check, payable to the **State Bar of California**, or credit card information **MUST BE RECEIVED** by February 1, 2008.

WHERE TO REGISTER

ON-LINE: Go to www.calbar.ca.gov/laborlaw

MAIL TO: Program Registrations, State Bar of California, 180 Howard St., San Francisco, CA 94105

FAX TO: Program Registrations at (415) 538-2368. In order to fax your registration, credit card information is **MANDATORY**.
Photocopies of checks will not be accepted.

CANCELLATIONS/REFUNDS

Cancellations and requests for refunds must be received in writing by February 1, 2008. Substitute registrants are allowed but must register in their own name at the meeting to receive MCLE credit. **ON-SITE REGISTRATION** is limited and subject to availability.

QUESTIONS

For information regarding the program please call (415) 538-2590.

Program registration questions call (415) 538-2508

The State Bar of California and the Labor and Employment Law Section are approved State Bar of California MCLE providers.

SPECIAL ASSISTANCE

Please call (415) 538-2465

To order audio tapes of this program please contact the Versatape Company at 1-800-727-8883.